

The United Nations common system Mobility and Hardship (MHA) Scheme is intended to encourage mobility between duty stations when operationally necessary and, in doing so, to compensate staff for hardships they may incur when assigned by their organisations to difficult duty stations.

All duty stations are placed in 1 of 6 categories, H and A to E.

- H duty stations are headquarters and similarly designated locations where the United Nations has no development or humanitarian assistance programmes, or locations which are members of the European Union;
- A-E duty stations are field duty stations.

In determining the degree of hardship, consideration is given to local conditions of safety and security, health care, education, housing, climate, isolation and the availability of the basic amenities of life, which result in a less than acceptable standard of living for staff and their families.

MOBILITY INCENTIVE AND HARDSHIP ALLOWANCE AMOUNTS

The amounts of mobility incentive and hardship allowance are determined by the International Civil Service Commission (ICSC). The current rates can be viewed online [here](#).

**TABLE 1: REVISED ANNUAL AMOUNTS OF THE MOBILITY INCENTIVE
(EFFECTIVE 1 JANUARY 2024)**

Assignment number	Group 1 (P-1 to P-3)	Group 2 (P-4 to P-5)	Group 3 (D-1 and above)
2 to 3	USD 6,900	USD 8,625	USD 10,350
4 to 6	USD 8,625	USD 10,781	USD 12,938
7+	USD 10,350	USD 12,938	USD 15,525

**TABLE 2: REVISED ANNUAL AMOUNTS OF THE HARDSHIP ALLOWANCE
(EFFECTIVE 1 JANUARY 2024)**

Hardship category of duty station	Group 1 (P-1 to P-3)	Group 2 (P-4 to P-5)	Group 3 (D-1 and above)
A	-	-	-
B	USD 6,110	USD 7,330	USD 8,560
C	USD 11,010	USD 13,440	USD 15,890
D	USD 14,670	USD 17,130	USD 19,550
E	USD 18,340	USD 22,000	USD 24,460

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MOBILITY INCENTIVE

Mobility is the geographic reassignment of a staff member for a period of 1 year or more from 1 duty station to another. In order to encourage staff to move from 1 duty station to another, an incentive in the form of flat amounts of money based on the number of movements ranging from 1 to 7 is paid. This is known as the mobility incentive; it was formerly known as “mobility allowance”).

ELIGIBILITY

International Professional or above staff members holding fixed-term or permanent appointments with assignments of 1 year or more, who have had (1) 5 consecutive years of service in the United Nations and (2) have been installed at the duty station system may qualify for the mobility incentive.

PAYMENT OF MOBILITY INCENTIVE

The mobility incentive is paid as of the second assignment (i.e. first geographical move) at A to E duty stations and is paid in flat amounts. The amount increases as a staff member's grade increases, but is not differentiated by family status. The mobility incentive is paid monthly via the staff member's salary.

The mobility incentive is payable to staff serving at an A to E duty station with at least 2 assignments in these locations. The mobility incentive is not paid to staff members at headquarters locations.

After 5 consecutive years at the same duty station, the mobility incentive is discontinued. Moreover, a staff member who resigns or changes duty stations before completing 1 year of service in an assignment where the mobility incentive was paid may be required to return the mobility incentive payments.

Upon separation, any service accrued toward qualifying mobility service before the separation is forfeited and a new period begins upon re-employment (unless it occurs as an interagency movement).

For more information on the mobility incentive, please refer to the [PQMS](#).

HARDSHIP ALLOWANCE

Most of the United Nations organizations' work is done in the field, and often in countries where living and working conditions are difficult. The hardship allowance aims to compensate staff for the varying degrees of hardship at different duty stations.

ELIGIBILITY

International Professional or above staff members, serving at duty stations in categories B to E may qualify for the hardship allowance while present at the hardship duty station.

PAYMENT OF HARDSHIP ALLOWANCE

Hardship allowance amounts vary according to the hardship category of duty station and staff member's grade, regardless of family status. As hardship allowance would normally not be payable while staff members are away from the duty station, the allowance does not commence before the staff member physically reports to the hardship duty station, and it may cease upon absence from the duty station.

For more information on hardship allowance, please refer to the [PQMS](#).